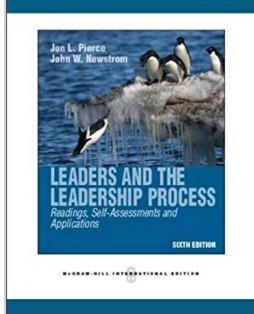


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About the Author

Jon Pierce and John Newstrom is a professor at University of Minnesota Duluth.

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